

The Gazette



of India

EXTRAORDINARY

PART I—Section 1

PUBLISHED BY AUTHORITY

---

N. 146] NEW DELHI, FRIDAY, SEPTEMBER 27, 1963/ASVINA 5, 1885

---

MINISTRY OF LABOUR AND EMPLOYMENT

RESOLUTION

*New Delhi, the 27th September 1963*

No. WB-5(16)/63.—By their Resolution No. WB-5(1)/60, dated the 25th August, 1960, the Government of India appointed a Central Wage Board for the jute industry with the following composition and terms of reference:—

I. COMPOSITION

*Chairman*

Shri L. P. Dave.

*Independent Members*

Shri Ghanshyamlal Oza, M.P.

Dr. Parmanand Prasad.

*Members representing employers*

Shri D. C. B. Pilkington, O.B.E.

Shri D. P. Goenka.

*Members representing workers*

Shri Kali Mukherjee.

Shri Indrajit Gupta, M.P.

II. TERMS OF REFERENCE

- (a) To determine the categories of employees (manual, clerical, supervisory, etc.) who should be brought within the scope of the proposed wage fixation;
- (b) to work out a wage structure based on the principles of fair wages as set forth in the report of the Committee on Fair Wages;

*Explanation*

In evolving a wage structure, the Board should, in addition to the considerations relating to fair wages, also take into account:

- (i) the needs of the industry in a developing economy;
- (ii) the special features of the jute industry as an export industry;
- (iii) the requirements of social justice; and

- (iv) the need for adjusting wage differentials in such a manner as to provide incentives to workers for advancing their skill.
- (c) to bear in mind the desirability of extending the system of payment by results;

**Explanation**

In applying the system of payment by results the Board shall keep in view the need for fixing a minimum (fall-back wage) and also to safeguard against over work and undue speed;

- (d) to work out the principles that should govern the grant of bonus, if any, to workers in the jute industry.

The Board was also required to take into consideration the demands in respect of payments other than wages and also to submit, within two months from the date it started its work, its recommendations regarding the demands of labour in respect of interim relief.

2. The Board's recommendations in regard to interim relief were received by Government on the 17th January, 1961. These were accepted by Government by their Resolution No. WB-5(3)/61, dated the 26th January, 1961 and the parties concerned were requested to implement the recommendations.

3. The Board's final report was submitted to Government on the 4th September, 1963. A summary of the recommendations is appended.

4. After careful consideration of the Board's report, Government have decided to accept the recommendations made therein and to request the employers, the workers and the State Governments to implement the same expeditiously.

5. The Government of India wish to express their appreciation of the Board's work in dealing with the matters referred to them and reaching unanimous conclusions on all points.

P. M. MENON, Secy.

**APPENDIX**

*Summary of recommendations*

(1) The recommendations of the Board will apply to all the jute mills now in existence, including the spinning units and also those that might be started hereafter.

(2) All workers as defined under Section 2(s) of the Industrial Disputes Act, 1947 and employed by the mills should be covered by all the recommendations of the Board unless otherwise stated. The Board's recommendations will not be applicable to the clerks and other employees working in head offices situated outside the mill premises.

(3) No contract labour should be employed in connection with the manual work in the jute mills. Even when contract labour is employed, the principal employer should be liable for payment of wages to the contract labour and it should be the principal employers responsibility to see that all laws relating to labour are fully implemented.

(4) The Board's recommendations apply also to apprentices and learners in the jute industry according to the conditions laid down in the In-Plant Apprenticeship Training Scheme for Semi-skilled manual operatives mentioned in Chapter X of the Report.

(5) The total minimum wage in the jute mills in West Bengal at the working class consumer price index number of 425 for Calcutta with the base year 1939 as 100 should be Rs. 81/- per month. It should consist of (1) Basic Wage, (2) Wage Board Increment, and (3) Variable Dearness Allowance.

(6) The existing eight basic wage groups in the jute mills in West Bengal should be reduced into the following three groups:

(a) Basic wages of all workers within the existing wage groups I to IV, i.e., Rs. 34.67, Rs. 35.75, Rs. 36.84 and Rs. 37.92 should be equated and fixed at Rs. 40.17;

(b) Basic wages of workers within the wage groups of V to VII, i.e., Rs. 39.00, Rs. 40.09 and Rs. 41.17 should be equated and fixed at Rs. 41.17;

(c) Basic wages of workers in the wage group VIII, i.e., of workers who are now at Rs. 42.25 and above, will be more or less the same, i.e., Rs. 42.25 and above.

(7) The rate for the double (pair) loom weavers should be 80%, instead of the present 75% of the basic wages on the production of the two looms.

(8) In addition to the basic wages, all categories of workers (except the clerical staff whose case has been dealt with separately) should be paid an increase of Rs. 8.33 per month inclusive of the interim relief of Rs. 3.42 per month. This increase should be shown as a separate item "Wage Board Increment", in case of all categories of workers. The Wage Board Increment should be treated as a part of the basic wage for all purposes like bonus, provident fund, etc.

(9) The present dearness allowance of Rs. 32.50 should be considered as the dearness allowance fixed at the working class consumer price index number of 425 for Calcutta with base year 1939 as 100. The dearness allowance should be a variable dearness allowance and the rate of increase or decrease should be 20% per point rise or fall in the average working class consumer price index number for Calcutta. The dearness allowance should be revised every six months in the months of February and August on the basis of the average consumer price index number of the previous half years—July to December and January to June, respectively.

(10) The standardised basic wages of various categories of workers of a jute mill for a month of 26 days or 208 hours are listed in Appendix XI of the Report. The wage rates for any occupations in a jute mill which have not been specifically covered by this list will be the same as the wage rates for occupations of similar nature in the list.

(11) The wages fixed by the Board whether time rates or piece rates, are on the basis of a 48 hours week. If for any reason the working hours in a week are less than the normal 48 hours, the wages of the workers should be calculated in the following manner:—

- (i) The dearness allowance should not be reduced whatever may be the number of working hours.
- (ii) The basic wages also should not be reduced if the working hours in a week are not less than 43.
- (iii) When the working hours are less than 43 in a week, the basic wages fixed on the basis of 48 hours' week may be reduced proportionately.

The conditions laid down in clauses (ii) and (iii) should apply only to the time-rated workers.

(12) The Board has not examined the basis of the existing piece-rates in the jute mills in West Bengal. Since an upward revision of the basic wages has now been made by the Board in respect of the piece-rated occupations in the wage groups I to VI (mentioned in paragraph 7.53) of the Report necessary adjustments have been made in the unit rates applicable to these occupations. These new piece rates, as also the other piece rates which will remain unaltered, have been given in Appendix XII of the Report.

(13) The amount of expected earnings for the various piece-rated occupations indicated in Appendix XI should be reckoned as the fall-back wages in a month of 208 hours, provided the workers do not adopt 'go-slow' methods.

(14) The basic wages of all categories of workers (operatives and sundry workers) in Nellimarla, Chitavalsah, Sri Hurdutroy, Rameshwara, Katihar, J.K. and Maheshwari Devi jute mills should be the same as those in jute mills in West Bengal mentioned in Appendix XI of the Report.

(15) The basic wages of all categories of workers (operatives and sundry workers) in the Arun Jute Rope and Twine Co., Hindustan General Produce Co., Mahabir Jute Mill and Raigarh Jute Mill should also be the same as the standardised basic wages mentioned in Appendix XI of the Report, but for the first 12 months from the date on which the recommendations of the Board will be effective, the basic wages of all categories of workers in these mills should be 10 percent less than the standardised basic wages in the next 12 months the basic wages of all categories of workers in these mills should be 5 per cent less than the standardised basic wages. Thereafter, the basic wages of all categories of workers in these mills should be the same as the standardised basic wages in the industry as mentioned in Appendix XI of the Report.

(16) The basic wages of all categories of workers (operatives and sundry workers) in Sri Krishna and Shree Bajrang jute mills and Ghaziabad Jute Factory should be the same as the standardised basic wage subject to the following conditions:—

During the first 24 months from the date on which the recommendations of the Board will be effective.—Basic wages of all categories of workers should be 20 percent less than the standardised wages shown in Appendix XI.

During next 12 months.—Basic wages of all categories of workers should be 10 percent less than the standardised wages shown in Appendix XI.

During next 12 months.—Basic wages of all categories of workers should be 5 percent less than the standardised wages shown in Appendix XI.

Thereafter.—Basic wages of all categories of workers should be the same as the standardised wages shown in Appendix XI.

(17) All categories of workers (except the clerical staff) in jute mills outside West Bengal should be paid Rs. 8.33 per month inclusive of the interim relief of Rs. 3.42, as "Wage Board Increment".

(18) The rate of dearness allowance of all categories of workers including the clerical staff in Sri Hurdutroy, Rameshwara, Katihar and Raigarh jute mills should be the same as recommended for the jute mills in West Bengal. Fluctuation in the rate of dearness allowance in these mills in future should also be governed by the working class consumer price index number for Calcutta in the same manner as recommended for mills in West Bengal.

(19) The rate of dearness allowance of all categories of workers including the clerical staff for Nellimarla and Chitavalsah jute mills, Arun Jute Rope & Twine Co. and Hindustan General Produce Co. should be fixed at Rs. 36.63 per month at the average working class consumer price index number of 479 for Visakhapatnam for the last 6 months of 1962 with the base year 1935-36=100. The dearness allowance should be a variable dearness allowance and the rate of increase or decrease should be 20 nP. per point rise or fall in the average working class consumer price index number for Visakhapatnam. The dearness allowance should be revised every six months in the months of February and August on the basis of the average working class consumer price index number of the previous half-years—July to December and January to June, respectively.

(20) The rates of dearness allowance of all categories of workers including the clerical staff of Sri Krishna and Shree Bajrang jute mills should be fixed at Rs. 22.50 at the average working class consumer price index number of 560 for Eluru for the last six months in 1962 with the base year 1935-36=100. The dearness allowance should be a variable dearness allowance and the rate of increase or decrease should be 20 nP. per point rise or fall in the average working class consumer price index number for Eluru. The dearness allowance should be revised every six months in the months of February and August on the basis of the average working class consumer price index number of the previous half-years, July to December and January to June, respectively.

(21) The rate of dearness allowance for all categories of workers including the clerical staff of J. K., Maheshwari Devi and Mahabir Jute mills and Ghaziabad Jute Factory should be fixed at Rs. 32.50 at the average working class consumer price index number of 519 for Kanpur for the last six months of 1962 with the

base year 1939 as 100. The dearness allowance should be a variable dearness allowance and the rate of increase or decrease should be 20 nP. per point rise or fall in the average working class consumer price index number of Kanpur. The dearness allowance should be revised every six months in the months of February and August on the basis of the average working class consumer price index number of the previous half-years, July to December and January to June, respectively.

(22) The piece rates Shri Hurdutroy, Rameshwara, Katihar, Raigarh, Nellimarla and Chitavalsah jute mills should be the same as the standardised piece rates applicable to the jute mills in West Bengal. In Raigarh Jute Mill, however, the standardised piece rates in jute mills in West Bengal will be applied in a phased manner according to the scheme laid down in paragraph 7.65 of the Report.

(23) The employers in J. K., Maheshwari Devi, Mahabir, Sri Krishna and Shree Bajrang jute mills should fix the time rated wages of different categories of workers on the basis of the new minimum wage fixed by the Board maintaining the differential now in existence. In the case of piece rated workers, the piece rates should be so adjusted that the minimum earning operative is able to earn not less than the minimum wage recommended by the Board on the basis of the existing work loads and other existing conditions. Other piece rates should be fixed by keeping the present differentials intact. All operatives, both time rated and piece rated, should get the "Wage Board Increment" and dearness allowance. The intention of the Board is that the total pay packet of all workers should increase by at least Rs. 4.91 per month (in addition to the interim relief). In the case of a dispute between the employers and the workers about the wage rates and/or piece rates, as revised by the employers, the State Government concerned should take necessary steps to settle it.

(24) The standardised piece rates should be introduced in Mahabir, Sri Krishna and Shree Bajrang jute mills in the same phased manner as has been recommended in respect of the time rates mentioned in paragraph 7.65 of the Report.

(25) The amount of expected earnings for the various piece rated occupations shown in Appendix XI should also be reckoned as the minimum (fall-back) wages in the case of Shri Hurdutroy, Rameshwara, Katihar and Raigarh and Nellimarla and Chitavalsah jute mills for a month of 208 hours provided the workers do not adopt 'go-slow' methods. In the case of J. K., Maheshwari Devi, Mahabir, Sri Krishna and Shree Bajrang jute mills the employers should work out the amount of expected earnings for the various categories of piece rated workers working with diligence and efficiency and maintaining average standard of production and this should be considered as minimum (fall-back) wages for a month of 208 hours provided the workers do not adopt 'go-slow' methods.

(26) The revised standardised basic wages and grades of mistries in jute mills in West Bengal should be as in Appendix XIII of the Report.

(27) Grades A & B of mistries should (like grade C) also be of 6 years' scale. The first year of grade A should be considered as the 6th year of grade B and two more scales with increments of Rs. 4.33 each year should be added to grade A.

(28) The fixed grade mistries such as head mistries, mill and general charge hands, pattern makers, etc., who are not covered by grades A, B and C should be given an increment of Rs. 14.08 per month in their basic wages over and above the general increment of Rs. 4.91 p-r month.

(29) The existing vacancy bar for journeymen between the grades B and A should be removed.

(30) The existing basic wages of the 'Chinese Carpenters' should remain as before and they should be given only a general increment of Rs. 4.91, which together with the interim relief of Rs. 3.42 will be Rs. 8.33 per month as "Wage Board Increment". The designation of the 'Chinese Carpenters' should be abolished and replaced by the designation of 'Head Special Carpenters' and 'Special Carpenters'. The basic wages for 'Head Special Carpenters' should be the same as for mill head mistries and that for 'Special Carpenters' should be the same as for charge hands.

(31) The categories of workers such as oilers, khalasis, rope splicers, pin boys, bar boys, ash mazdoors, store handling workmen etc., though usually shown in the engineering department, should be treated as ordinary operatives and their monthly basic wages should be as shown against each of them.

(32) Car drivers, lorry drivers, tractor drivers should be placed in grade B applicable to the mistries in the jute mills in West Bengal and should start at a salary of Rs. 78/- per month and should get increment every year in that grade. Such of the drivers who are required to work as lorry drivers should be paid a special allowance at the rate of Rs. 15/- per month.

(33) All mistries in the category of journey-men should be upgraded from grade C to grade B and from grade B to grade A after efficiency test on completion of each grade. In the matter of such upgrading there should not be any vacancy bar.

(34) The date of annual increment to all categories of mistries should remain unaltered.

(35) The mistry apprentices, other than those covered by the Apprentices Act, 1961, should be paid maintenance allowance at the existing rates and in addition to it they should be paid the 'Wage Board Increment' of Rs. 8.33 per month, inclusive of interim relief of Rs. 3.42 and their dearness allowance should be the same as of the other workers in the jute mills in West Bengal.

(36) The standardised grades and scales of pay of the mistries in West Bengal jute mills, as revised by the Board, should also apply to the jute mills outside West Bengal subject to certain conditions prescribed by the Board.

(37) The jute mills outside West Bengal should try to adopt, as far as possible, the same nomenclature for mistries as in the jute mills in West Bengal.

(38) The revised basic wages of the watch and ward staff in the jute mills in West Bengal should be as follows:—

Jamadars—Rs. 75.34

Havildars—Rs. 60.34

Durwans—Rs. 46.34

(39) In all the jute mills outside West Bengal, other than in Nellimaria, Chitavalsah and J. K. jute mills, the wage rates of various categories of watch and ward staff should be the same as standardised wage rates for similar categories of employees in the jute mills in West Bengal. The amount in addition to the total wage fixed by the Board should be retained as personal pay but such members of the watch and ward staff should also be paid the 'Wage Board Increment' of Rs. 8.33, inclusive of the interim relief.

(40) The Nellimaria, Chitavalsah and J. K. Jute mills should also adopt the wage rates prescribed for the various categories of watch and ward staff in jute mills in West Bengal in so far as future recruitment is concerned. But the basic pay scales of the present incumbent should be as recommended by the Board and the present employees should be fitted into these grades according to the number of years of service. The amount in addition to the total wage fixed by the Board, should be retained as personal pay and they should also get the 'Wage Board Increment' of Rs. 8.33, inclusive of the interim relief.

(41) The basic pay of the members of the watch and ward staff in Mahabir, Raigarh, Sri Krishna and Shree Bairang jute mills and the Arun Jute Rope & Twine Co., Hindustan General Produce Co. and Ghazlabad Jute Factory should be governed by the scheme of phased increase in basic wages as laid down in paragraph 7.65 of the Report subject to the condition that the present emoluments of the members of the watch and ward staff are not affected and they too get the 'Wage Board Increment' of Rs. 8.33, inclusive of the interim relief.

(42) The revised scales of pay of the clerical staff in the jute mills in West Bengal after merging the 'Wage Board Increment' of Rs. 8.33 should be as follows:—

Grade II—Rs. 77—4—137

Grade I—Rs. 92—5—162—7½—207

SB Grade—Rs. 152—10—222

SA Grade—Rs. 222—10—322

(43) The clerical staff should be fitted into the new scales of basic pay in the manner as shown in the table given in Appendix XV. The present incumbents in Grade I, who have already crossed the efficiency bar, should be fixed in the new grade according to the special conditions prescribed by the Board.

(44) The grading of clerks doing different type of jobs should be in the manner prescribed by the Board.

(45) The grade II should be used as a recruiting base for appointment of clerks in grade I, but persons appointed in grade II with a view to promoting them to grade I should not be kept in grade II for more than two years. The clerks in grade II should be eligible for promotion to higher grades provided they are fit for such promotion. The vacancies in the higher grades should normally be filled in by promotion from among the suitable clerks in the lower grades and the criteria of promotion should be seniority and efficiency.

(46) When a clerk in a lower grade officiates in a post of higher grade for a continuous period of 15 days or more, he should get an acting allowance of 5 percent of his basic salary for officiating period with a minimum of Rs. 5/-.

(47) The date of annual increment should remain unaltered for clerks.

(48) The clerks should not be at a disadvantage as a result of the recommendations of the Board. They should therefore continue to enjoy their existing rights and privileges in cases where those are on the whole better than what has been recommended by the Board.

(49) All the jute mills outside West Bengal should follow the revised grades and scales of pay of the clerks and the recommendations of the Board regarding their grading, promotion, etc. in the case of jute mills in West Bengal. There will be no separate 'Wage Board Increment' of Rs. 8.33 per month in the case of clerical staff in the jute mills outside West Bengal but while fitting in the various categories of clerical staff into the new grades appropriate to their existing grades it should be ensured that every clerk gets an increase of at least Rs. 14/- per month from the date of Wage Board's recommendations coming into effect.

(50) In the case of Nellmaria and Chitavalsah jute mills the existing grades should be considered to have been merged in the new grades in the manner prescribed by the Board.

(51) In the case of Mahabir, Raigarh, Sri Krishna and Shree Bajrang jute mills, Arun Jute Rope & Twine Co., Hindustan General Produce Co. and Ghazialbad Jute Factory, the introduction of the new pay scales of the clerks should also be phased in the same manner as mentioned in paragraph 7.65 of the Report subject to the condition that every clerk should get an increase of at least Rs. 14/- per month from the date of Wage Board's recommendations coming into effect.

(52) A standardised scheme of bonus is recommended for all mills in the country. But if bonus at a higher rate is payable by a particular unit because of any existing award, agreement or practice that award, agreement or practice should continue to remain in force and bonus would be payable thereunder and not under the recommendations of the Board.

(53) The bonus for the year 1963 is payable on the basis of the basic wages drawn by the workers in the year 1962, the bonus payable for the current year in the mills outside West Bengal should be calculated either according to the basic wages drawn by the workers in each mill in 1962 or by assuming the basic wage to be as shown in Appendix X of the Report, whichever is higher. In future years the bonus will be paid according to the wages drawn in the preceding year.

(54) Rules have been prescribed by the Board, governing payment of bonus in the jute industry.

(55) The bonus payable in the year 1963 will be paid in all the mills on or before 12th October 1963.

(56) The ratio of permanent to non-permanent workers in the jute industry would be governed by the agreement reached between the members representing employers and workers on the Board, in terms of which the Board has made recommendations.

(57) Age of retirement of men workers should be 58 years and of women workers 55 years. It will, however, be open to the employers to retain workers in service beyond this age, but this should be without prejudice to the right of workers to claim gratuity.

(58) The job descriptions given in Appendix XVII of the Report are for information and are merely illustrative and are not to be taken as exhaustive.

(59) The In-Plant Apprentices Training Scheme for semi-skilled jute mill operatives formulated by the Board is in Appendix XIX.

(60) The Board has come to the conclusion that there was no need of granting night shift allowance. But it has recommended that any existing practice in this connection favourable to the workers should not be disturbed.

(61) The new wage structure recommended by the Board should come into effect from 1st July 1963 and its recommendations should remain effective upto 31st December 1967.

(62) After the Government accepts and publishes the recommendations, the payment of wages, etc., at the new rates should start as early as possible and in any case not later than the wages for the week ending 2nd November 1963 (payable in the following week). The difference in emoluments between the new and old wages, etc. from 1st July till the date from which the new wage structure is actually introduced should be paid on or before 23rd November, 1963.